



## Early Journal Content on JSTOR, Free to Anyone in the World

This article is one of nearly 500,000 scholarly works digitized and made freely available to everyone in the world by JSTOR.

Known as the Early Journal Content, this set of works include research articles, news, letters, and other writings published in more than 200 of the oldest leading academic journals. The works date from the mid-seventeenth to the early twentieth centuries.

We encourage people to read and share the Early Journal Content openly and to tell others that this resource exists. People may post this content online or redistribute in any way for non-commercial purposes.

Read more about Early Journal Content at <http://about.jstor.org/participate-jstor/individuals/early-journal-content>.

JSTOR is a digital library of academic journals, books, and primary source objects. JSTOR helps people discover, use, and build upon a wide range of content through a powerful research and teaching platform, and preserves this content for future generations. JSTOR is part of ITHAKA, a not-for-profit organization that also includes Ithaka S+R and Portico. For more information about JSTOR, please contact [support@jstor.org](mailto:support@jstor.org).

(Washington: Assoc. Am. Ry. Accounting Officers. 1918. Pp. 111. \$1.)

*The Taplex budget and record for personal or family expenses; a simple yet efficient expense record combined with the budget plan of setting aside a definite sum for each item of expense.* (New York: Taplex Corporation. 1918. Pp. 159. \$2.)

## Capital and Capitalistic Organization

### NEW BOOKS

GRAZIADEI, A. *Quantità e prezzi di equilibrio fra domanda ed offerta in condizioni di concorrenza, di monopolio et di sindacato fra imprenditori.* (Rome: Athenaeum. 1918.)

HENDERSON, G. C. *The position of foreign corporations in American constitutional law; a contribution to the history and theory of juristic persons in Anglo-American law.* (Cambridge: Harvard Univ. Press. 1918. Pp. xix, 199.)

IGNATIUS, M. B. *Financing public service corporations.* (New York: Ronald Press. 1918. Pp. xviii, 508. \$5.)  
To be reviewed.

## Labor and Labor Organizations

*Women in the Engineering Trades. A Problem, a Solution, and Some Criticisms. Being a Report Based on an Enquiry by a Joint Committee of the Fabian Research Department and the Fabian Women's Group.* By BARBARA DRAKE. Trade Union Series, No. 3. (London: Fabian Research Department. 1917. Pp. 143. 2s. 6d.)

*Economic Effects of the War upon Women and Children in Great Britain.* By IRENE OSGOOD ANDREWS. Carnegie Endowment for International Peace. Preliminary Economic Studies of the War, edited by DAVID KINLEY. (New York: Oxford University Press. 1918. Pp. vi, 190. \$1.00.)

*Munition Lassies.* By A. K. FOXWELL. (New York: Hodder and Stoughton. 1917. Pp. 196. 2s.)

*Women War Workers.* Edited by GILBERT STONE. (London: Harrap and Company. 1917. Pp. 320.)

*Women's Work in War Time. A Handbook of Employments.* Edited by H. W. USBORNE. With a Preface by LORD NORTHCLIFFE. (London: T. Werner Laurie. 1917. Pp. ix, 174. 2s.)

*Women and War Work.* By HELEN FRASER. (New York: G. Arnold Shaw. 1918. Pp. 308. \$1.50.)

Mrs. Drake's report takes its place with the investigations made

by the British Association for the Advancement of Science as an important scientific study of the effect of the war upon the problem of the employment of women. The three valuable reports of the British Association<sup>1</sup> deal with employment of women over a wide field, covering not only the principal branches of industry but agriculture and clerical occupations as well. The limitation of the Fabian inquiry to the engineering trades has made possible a more intensive investigation of this important field which will be generally welcomed by students. The book contains a valuable introductory sketch of the increase in the number of women in the engineering trades before the war; an account of the process of diluting skilled labor from the outbreak of the war to June, 1917, six chapters dealing with the position of women in the engineering trades during the war, and two chapters on Reconstruction.

The report presents an interesting account of the gradual increase in the number of women in the engineering trades before the war and the development of the lines of demarcation between men's work and women's work. It is noted that the advent of female labor in these trades during the latter half of the nineteenth century was not an isolated phenomenon but formed part of the larger problem of the increasing employment of the semi-skilled worker. The simplification of processes which came with the development of automatic machinery had made the old apprenticeship system unnecessary for the mass of the workers. The great body of "semi-skilled mechanics" and "unskilled assistants," forming the largest groups in the engineering trades, contained before the war a growing proportion of women. On the other hand, the skilled occupations in the trade, those for which an apprenticeship was usually required and which included the large body of trade unionists were "reserved entirely to men. For no woman served an apprenticeship and no woman secured the trade union rate of wages." The lines of demarcation between "women's jobs" and "men's jobs" were drawn irrationally and not on the basis of the suitability of women's labor for certain kinds of work and not for other kinds.

In the face of the increase in the number of women in these trades before the war, the great trade unions had resolutely refused to admit women to membership. The root of the trade

<sup>1</sup> See Kirkaldy, *Credit, Industry and the War* (1915); *Labour, Finance and the War* (1916); and *Industry and Finance; War Expedients and Reconstruction* (1917).

union refusal to admit women was a fear of "scab" labor and unfair competition rather than opposition to female labor as such. "The Amalgamated Society of Brassworkers, whose members were among the earliest to suffer from female competition, persisted in the policy to drive women from the trade, or check their advance. The Amalgamated Society of Engineers adopted a similar policy, and the door remained closed to women, although opened to the semi-skilled male mechanic and unskilled male assistant."

The substitution of women for men in certain occupations had been accompanied by a progressive decline in wages. At each displacement of male by female labor the men's rate was reduced by about one half, or out of all proportion to any proved deficiency in the women's productive value. Thus was the stage set for the dramatic shifting of the old lines of division between "men's jobs" and "women's jobs" which the war brought to this industry.

Mrs. Drake's inquiry is unique because it is a study by one who knows and understands the workers' point of view. Her inquiry is not, on this account, less scientific, but more scientific. That is, her understanding of the workers' side of the munitions problem has not biassed her study, but has made possible a presentation of the larger aspects of the subject of state regulation and state control. The successive steps of the government's policy are clearly stated and, at the same time, an illuminating account is given of what this policy has meant to the wage-earners of England—men and women. Mrs. Drake exhibits the first Munitions act as a means of preventing the wage-earner from sharing with the employer the benefits that accompanied the industrial expansion. "The economic advantage enjoyed by the shipowner from a scarcity of ships, the law prohibited to the worker from a scarcity of labor; the iron rule of supply and demand being bent at once to order . . . (p. 25)." "Thus, the effect of the Munitions of War act, 1915, was to reduce the workers to a state bordering on slavery, and to check an advance in wages corresponding with the rise in the price of other commodities as effectually for women exploited at sweated rates, as for men enjoying comparatively high earnings (p. 26)."

Some interesting evidence is offered as to women's adaptability for mechanical work. Thus it appears that "although female labour shows certain obvious physical limitations, the women are

not lacking in mechanical aptitude." One employer writes, "The women have spoiled very little work, and the learning period required for each process has varied from one day to three weeks. The manager would certainly like to keep them for general engineering work after the war." Another firm "remarks an extraordinary wear and tear on the tools and accuses women of 'driving the machines to death'; but the exceptional pressure at which the factory is running must also be taken into account."

In reply to the question "Will women remain in the engineering trades after the war?" Mrs. Drake confesses that any answer is only a guess. There is on the one hand the government's pledge to the trade unions that the "dilution" to which the unions agreed was to be only for the period of the war. Can this pledge be kept and will it be kept? Very interesting is Mrs. Drake's discussion of this question, and it is important to note that three different members or groups of members of the Fabian committees jointly responsible for the report disagreed with her recommendations or thought it necessary to supplement them.

The monograph on *Economic Effects of the War Upon Women and Children* is a convenient review and summary of British experience in finding a substitute for men's labor during the first three years of the war. The admirable activity of the United States Bureau of Labor Statistics in reprinting promptly as special bulletins and in the *Monthly Review*, the most important of the British official papers on this subject as well as the most important articles from the *Labour Gazette* has made the material assembled in the Carnegie monograph easily accessible to American students. It is useful, however, to have the material brought together in a single brief volume. The title of the monograph is slightly misleading, since the discussion is confined almost wholly to the effects of the war on the employment of women in the industrial field. Two slight defects in the monograph may be noted: there is no index, and no date is given to mark the period when the study was brought to a close. This would be useful for a study in a field in which changes are still going on.

The other four books under notice represent a rapidly increasing body of more or less popular literature dealing with the extraordinary expansion of the field of employment for women in England which has been one of the spectacular economic effects of the war.

Miss Foxwell's *Munition Lasses* contains an account of the organization of women's work in the great series of munition plants at Woolwich Arsenal. The author, who holds the post of "principal overlooker" in the danger buildings of the arsenal, gives an interesting, gossip account of her own duties and of the work of the "lady superintendent" who would be called an "employment manager" in an American plant, of the welfare workers who are sent out to visit the homes of workers and prospective workers, and of the elaborate organization of medical officers, forewomen, and "principal overlookers" who are responsible for maintaining the health, safety, and efficiency of the women workers in this vast establishment and in others like it.

Mr. Stone's compilation of articles about "women's war work" is like Miss Foxwell's book in that it is written in easy, popular style and recounts the experiences of women who are actually engaged in the new occupations opened to them by the war. It is interesting that complaint of inadequate pay is common. The representative of the women working on the land complains that fifteen shillings a week is not enough to live on in these days of high prices (p. 47). The article dealing with the work of the women letter-carriers says of the wage, sixpence an hour, "one cannot pretend that the pay under present cost of things provides a living wage." Even the munition worker notes that "the enormous wages held out by the papers . . . melt somewhat upon inspection or rather have a tendency to be given to no one nearer than a friend's sister's niece. There is no doubt that we do earn more than women have ever done before. . . . At the same time living is so very expensive in these days."

The story of inadequate wages is continued in Mrs. Usborne's *Handbook of Employments*. The handbook is divided into two parts. Part one is a useful guide giving the main facts about the important occupations employing women for war work. Part two consists of a series of critical signed articles discussing the problems of women's entrance in new fields of employment. Especially interesting are Miss Zimmern's chapter on Women and the Civil Service, Miss Mack's chapter on Welfare Work, and Miss Ruth Young's Outlook for Women in Clerical Work. Miss Zimmern points out that the old traditions against the employment of women have continued even in war time, and shows that "very little attempt has yet been made to allow women of education and experience to devote their capacity for administrative work in

the higher sense to the direct service of the country." "The subject of extending the employment of women here is full of difficulties and a special commission of inquiry is suggested as the only satisfactory method of deciding to what proportions and under what conditions women should be appointed, having regard to the temporary and permanent needs of the country."

In Miss Young's chapter on clerical work vigorous complaints are made on the score of the low salaries paid to government temporary workers who are subsidized by a hotel maintained by the Y. W. C. A. "At a time when the expenses of living are higher than they have ever been, government, local authorities and philanthropic agencies are paying starvation wages to their women employees." The reduced salaries given to women who have taken over clerical work in the banks is especially complained of. Miss Young, as secretary of the Women Clerks and Secretaries Association, a society which is a registered trade union for women clerical workers, points out that serious results may follow the present situation in which women not only get low wages but are not trained. Many women whose energies have gone into patriotic war work have during these years missed opportunities for training and especially have they let slide opportunities of entering professions for which a long course of preparation is necessary.

Miss Fraser's book is a eulogy of the courage, capacity, and willingness to serve which the women of England have shown during the war rather than a critical analysis of the significance of the vast changes in women's work. She writes of the spiritual value of war work rather than of its economic aspects; she discusses what the war has done for women in an inspirational way instead of the problems of wages and hours and the future demarcation of men's work and women's work.

EDITH ABBOTT.

*University of Chicago.*

#### NEW BOOKS

BECKHOFFER, C. E. and RECKITT, M. D. *The meaning of national guilds.* (London: Cecil, Palmer & Hayward. 1918. 7s. 6d.)

BLOOMFIELD, M. *Labor and compensation.* (New York: Indus. Extension Inst. 1917. Pp. xvi, 445.)

CHAPMAN, S. J., editor. *Labour and government after the war.* (London: Chapman, Murray. 1918.)